



CTI CAREER PATH (IDW/SW/AW/SG/EXW)



CTIs are Cryptologic Technician Interpretive. The chart below depicts a typical career path for a CTI. No two CTIs will follow identical career patterns; however, on the average, the successful CTI will meet most of the career milestones in about the same sequence indicated. Rating Description: Professional linguist specializing in analysis of foreign naval operations, radiotelephone communications, and preparation of statistical studies/technical reports requiring knowledge of a foreign language.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA / SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTICM	20.2 Yrs	CMC	Not Defined	6 th /7 th CONUS Tour Billets: CMC/CSC/SEL/Staff. Duty: C10F, NCF, CID, NIOC, "A" School, OPNAV Staff.
23-26	CTICM CTICS	20.2Yrs 16.1	CMC, CSC	Not Defined	5 th OCONUS/6 th CONUS Tour Billet: CMC/CSC/SEL/Staff. Duty: C10F, NCF, CID, NIOC, "A" School, OPNAV Staff. Qualification: CMC/CSC.
20-23	CTICM CTICS CTIC	20.2 Yrs 16.1 11.8	CWO, CMC, CSC	Not Defined	5 th CONUS/4 th OCONUS Tour Billet: SEL, Staff, Dept/Dir LCPO, Tactical Ops Supe. Duty: C10F, NCF, CID, NIOC, "A" School. Qualification: SEA, CSC, CMC.
16-20	CTICS CTIC CTI1	16.1 Yrs 11.8 7.1	LDO, CWO, OCS, MECP, CSC, Recruiting, RDC	Not Defined	3 rd OCONUS/4 th CONUS Tour Billet: SEL, Staff, Div/Dept/Dir LCPO, Watch Supe, Lead Analyst, Tactical Op, Lead Instructor, Inst Supe, C2M2. Duty: C10F, NCF, CID, NIOC, NCU. Qualification: SEA, MCCEP Phase III, MTS, SW, AW, SG, EXW, NAC.
12-16	CTIC CTI1	11.8 Yrs 7.1		Not Defined	3 rd CONUS/ 2 nd OCONUS Billet: DS LCPO, Dept LCPO, Watch Supe, Lead Analyst, Tactical Op, Lead Inst. Duty: CID, NIOC, NSW SUPACT, NCU. Qualification: MCCEP Phase III, MTS, SW, AW, SG, EXW, NAC.
8-12	CTIC CTI1 CTI2	11.8 Yrs 7.1 3.3		Not Defined	2 nd or 3 rd CONUS/ 1 st or 2 nd OCONUS Tour Billet: Instructor, Senior Language Analyst, Senior Operator, Supervisor, Direct Support Supervisor, LPO, LCPO, Tactical IW Op, Special Programs, Cyber Teams. Duty: CID, NIOC, NSW SUPACT, NCU. Qualification: MCCEP Phase II, MTS, SW, AW, SG, EXW, NAC.
4-8	CTI1 CTI2 CTI3	7.1 Yrs 3.3 1.6	STA-21, OCS, MECP Naval Academy, NROTC, Recruiting, RDC	Not Defined	1 st OCONUS Tour/2 nd CONUS Tour Billet: Senior Language Analyst, Senior Operator, Direct Support, Aircrewman, Tactical IW Operator, Cyber Teams. Duty: NIOC, NIOD, NSW SUPACT, NCU. Qualification: MCCEP Phase II, IDW, SW, AW, SG, EXW, NAC.
2-5	CTI2 CTI3	3.3 Yrs 1.6		Not Defined	1 st CONUS Tour Billet: Language Analyst, Basic Operator, Direct Support Operator, Aircrewman. Duty: NIOC (HI, MD, GA, TX). Qualification: MCCEP Phase I, IDW, SW.



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1+	CTI3 CTISN CTISA Accession Training	9 Months	STA-21, OCS, MECP Naval Academy, NROTC	Not Defined	Recruit Training/Student CTI "A" School, Apprentice CLP.
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT

Notes:

1. The CTI community is organized into four groups, each affiliated with an area of interest or geographic region. Group 1 comprises just under half of the entire CTI rate, and is made up of Middle Eastern and Northern African languages. Group 2 is the next largest, making up roughly 25% of the CTI rate, and is comprised of all Asian-Pacific languages. Group 3 is Latin and South American languages. Group 4 is all Eastern European and Russian languages. Groups 3 and 4 are about the same size. CTIs are identified both by the Group affiliation and the primary language to which they are assigned. All accession CTIs are trained in a primary language from one of the four Groups. The primary accession languages are Arabic, Chinese-Mandarin, Korean, Persian-Farsi, Russian, and Spanish. There are also accession CTIs trained in Hebrew (less than 10 per year) with the understanding that they will retrain in Arabic or Persian-Farsi after their first enlistment. There are many enduring language requirements that do not have a large enough billet base to sustain E1-E9 career path, so they are grouped by region to provide a billet base in which opportunity exists.

2. CTIs are required to maintain Language Readiness Standards as measured by the Defense Language Proficiency Test (DLPT) in their primary language as specified in Navy Enlisted Occupational Standards (NEOCS) and Navy Cyber Forces Command Instruction 1550.1. Future rating vision is to raise proficiency standards to L3/R3, with E-7 to E-9 primary functions being cryptologic language managers and mentors for junior CTIs as well as regional experts in language and culture. As a general rule of thumb, CTIs with language proficiency measured below 2/2 on the DLPT are not well equipped to be in positions where they must enforce higher standards and lead the workforce to professional levels of proficiency.

3. All CTIs must test annually in each language for which they hold an NEC awarded as a result of language training provided by the DoD. Current DLPT scores are recorded in the Enlisted Master File; however, the most recent DLPT score for each CTI's primary language must be documented on the member's Performance Evaluations as well. Minimum proficiency standards specified by NAVCYBERFORINST 1550.1 should be considered for the primary language to which the CTI is assigned. If a CTI meets standards in their primary language, but is substandard in one or more secondary languages, the primary language score should carry the most weight. CTIs working out of rate, (i.e., Recruiter or RDC) are not exempt from taking their annual language test(s), but are exempt from maintaining minimum proficiency standards for the duration of their tour and are required to test at or above standards within 12 months of their return to a traditional CTI billet.

4. The rating has consolidated the majority of its billets to four concentration centers or Centers of Excellence. Maintaining an even sea/shore rotation is nearly impossible due to heavy shore billet base (70 CONUS/30 OUTUS). Sea/shore flow NAVADMIN 361/12 indicates CTI rotation is one-out/one-in for all pay-grades, and specifies an initial tour-length of 42 months for A-school graduates. The billet base does not support a true 36/36 rotation. Consideration should be given those demonstrating a concerted effort to maintain a healthy balance between sea and shore assignments.

5. There are no PCS-afloat billets available to CTIs. Sea time is accrued through Direct Support missions via Aircrew, Subsurface, or Surface missions; CTIs may accrue extensive sea time yet not attain a warfare qualification. This is due to augmentation aboard different class platforms during Direct Support tours, which may preclude them from qualifying ESWS, EAWS, or SG. CTIs are expected to be qualified EIDWS after completing a tour at a NIOC.



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6. A select few CTIs qualify for and are selected for Sea Special Programs that require above normal language skills or superior physical fitness coupled with exceptional technical expertise to participate. These programs include Support Activities to NSW DEVGRU, Groups One and Two, TIO, Defense Threat Reduction Agency, and a small number of other programs. Though their contributions are often unconventional in comparison to those of a typical crypto-linguist or language analyst, these Sailor's contribute to the National and Navy missions in their own distinct way that cannot be made available to the board.
7. Deference should be paid to CTIs involved directly in GWOT missions in a cryptologic language support billets, not to generic intelligence analysts and/or support billets.